

**Minutes of the Meeting of the
University of Missouri-St. Louis
Faculty Senate
December 4, 2018
202 JCPenney**

The Faculty Senate meeting was called to order at 3:00 p.m. by Senate Chair Alice Hall. Dr. Hall asked for approval of the Senate minutes from the meeting on November 13, 2018. The minutes were approved as written.

Report of the Chairperson (Dr. Alice Hall):

Dr. Hall briefed the Senate on the following topics:

- The nominations for the UM System President Awards are due on December 20. Dr. Hall encouraged the senators to consider nominating their colleagues.
- Dr. Hall reported that the Senate received positive feedback from both of the sessions of round-table discussions. The feedback showed that everyone was in favor of merging the Student Publications Committee into the Student Affairs Committee. Those two committees are working on draft language to change the bylaws to reflect that proposed change. The proposal will be sent to the Bylaws & Rules Committee to review. Dr. Hall stated that we will continue to work on ways to improve the rest of the Senate/Assembly committees.
- Dr. Hall explained that a topic that continues to surface is finding the best way to communicate with faculty. The Senate has considered a monthly newsletter, a brief bullet list of Senate information to be distributed monthly, or perhaps a suggestion box on the Senate website. Dr. Hall asked for suggestions on the best way to find a pithy, concise way to share information with faculty. She asked the senators to check with their colleagues and provide feedback to the Senate Office.
- Dr. Hall reported that the Senate Breakfast with the Board of Curators went well on Nov. 16. The breakfast topic was graduate student research. Dr. Hall commented that six graduate students from various disciplines presented their research and did a great job.

Report of the Chancellor (Dr. Tom George):

- Chancellor George welcomed and introduced Mr. Paul Herring as the new Vice Chancellor for Advancement. Mr. Herring began his new position in November.
- Chancellor George reported that he has received a very positive preliminary report regarding the HLC visit. He thanked the Reaccreditation Team, especially the work of Provost Sobolik, Alan Heisel, Curt Coonrod, and Bonnie Unal. Provost Sobolik thanked everyone for their participation in making the HLC accreditation successful. She commented that the report was fantastic and all of the criteria were met. She commended the good work of the entire campus community. She also thanked Police Officer Dustin Smith for all of his extra efforts in supporting the members of the HLC team during their campus visit.

- Chancellor George commented on UM System President Choi’s investment initiatives regarding scholarships and research. He asked Ms. Beth Krumm from University Advancement to speak about the scholarship initiative. Ms. Krumm stated that over the next five years, \$18M has been allocated from UM System for UMSL need-based scholarships. UMSL will have to match the \$18M funds. UMSL will also receive \$3M for merit-based scholarships to be matched with \$3M from UMSL. Ms. Krumm said that University Advancement will be working hard to raise money for matching gifts over the next five years. They will work with the Communications and Marketing Office to look at ways to increase visibility about these scholarships and market this initiative.
- Chancellor George asked Dr. Chris Spilling, Vice Provost for Graduate Studies and Research, to report on the research/creativity initiative. Dr. Spilling reported that \$10M will be allocated to UMSL from UM System for the next five years for research and creative works. UMSL has to match the \$10M. Dr. Spilling explained that there will be a 2-tier approach to the research competition as follows:

The Missouri Strategic Initiative Funds are investments that will be made over a five-year period to support bold, innovative and far-reaching proposals from the four UM System universities. The Research and Creative Works Funds will be used to support novel approaches to address grand challenges.

- Tier 1: Instrumentation and infrastructure proposals that involve total requested funds up to \$4,000,000.
- Tier 2: Multi-investigator project proposals that involve total requested funds up to \$750,000 over a two-year period. For this tier, there will be an emphasis in supporting grand challenge projects that lead to center-level activities.

Pre-proposals are due to the Vice Provost for Research on or before January 30, 2019.

Dr. Spilling announced that this will be the last year for the Research Board. This competition will replace the Research Board for the next five years.

Dr. Spilling also stated that UMSL just received a grant for \$692,000. The grant will be used to build an academia/industry portal website. This portal will enable industry to post grant and research opportunities which will allow faculty to respond with ideas and proposals. It will assist in bringing industry-funded research to campus. The Office of Research is collaborating with Southern Illinois University System. The project is expected to take approximately a year to complete.

Proposed New Retirement Plan for Future Employees (Ms. Jessica Baker):

Ms. Jessica Baker, UM System Director of Human Resources, explained that a new retirement plan is being proposed for future employees. Ms. Baker stated that this new plan will not affect current employees. The reasons for the proposed change are as follows:

- New employees desire portability and accessibility
- Marketplace for faculty and staff is largely defined contribution
- The blended plan for current employees is difficult to understand
- We must make decisions now to protect the defined benefit for current employees and retirees

Ms. Baker explained that the Total Rewards Advisory Committee (TRAC), which includes members representing faculty, staff from each university, MU hospital, and retirees, reviewed the retirement plan options. The committee developed organizational philosophy and principles to ensure sustainability, to strive for equity, and to continue to offer a retirement benefit that will attract and retain employees.

Ms. Baker reported that the Total Rewards Advisory Committee recommended the following:

- Introduce a new defined contribution plan to employees hired on or after October 1, 2019
- Close the defined benefit plan for individuals hired on or after October 1, 2019.

After her presentation was completed, Ms. Baker addressed the questions of the Faculty Senate. She reported that the proposed plan is tentatively scheduled to be voted on at the Board of Curators meeting in February 2019.

The recently-announced Voluntary Separation Program was also discussed. Provost Sobolik provided the following information:

In 2019, eligible MU, UMKC, Missouri S&T and UMSL tenured faculty members who meet certain age and service criteria will have a one-time opportunity to receive a lump sum payout for separating from the University effective September 1, 2019 for 9-month faculty, and between July 1 - September 1, 2019 for 12-month faculty. The payout will be 1.5 times benefit eligible salary, with a maximum payout not to exceed \$200,000. The Voluntary Separation Program (VSP) is designed to recognize contributions made by eligible participants while also helping schools and colleges manage in a challenging financial environment.

To be eligible to participate, faculty members must, as of their retirement date:

- hold a tenured appointment;
- be full-time and benefit eligible;
- have accrued five years or more of creditable service; and
- be age 62 or over

More information will be provided to those who are eligible in early spring of 2019.

UM System created the [VSP webpage](#) for more information.

eLearning Task Force (Dr. Amber Reinhart):

Dr. Reinhart reported that UM System has created an eLearning Task Force. Dr. Reinhart explained that the provosts and one faculty member from each of the four campuses serve on this new Task Force, as well as some UM System administrators and two curators. Dr. Reinhart is the UMSL faculty representative. The vision statement that the Task Force has created states that UM System will be the premier eLearning provider in Missouri and contiguous states with respect to the quality of programs, courses offered, and the number of learners served. The initial focus will be on adult and traditional learners to meet the workforce needs of the state of Missouri and beyond while reaching a goal of at least 25,000 new learners by 2025. The Task Force is partnering with consulting firm EY-Parthenon to gather data for the system's online education program. Dr. Reinhart said that this task force is moving at a fast pace. There are plans for more communication with the campus and an opportunity for additional faculty input. Dr. Reinhart will provide more information as the Task Force continues to meet.

UMSL Crowdfund (Mr. Kyle Igel):

Mr. Igel explained that University Advancement will assist departments/groups that are interested in using crowdfunding to raise funds for small projects. He provided the following information regarding crowdfunding:

- UMSL Crowdfund projects allow you to get wish-list projects completed.
- Your group will be provided with the resources and strategies necessary to engage your network of potential supporters.
- University Advancement will help you find donors through social media, email, and personal outreach. UMSL Crowdfund projects have met fundraising goals from \$1,000 to \$15,000 in the last year alone.
- Most projects go through a two-month process with one month of planning and a one-month active project.
- For more information about crowdfunding, contact Kyle Igel at igelk@umsl.edu

Intercampus Faculty Council (IFC) Report (Dr. Alice Hall):

Dr. Hall reported that the IFC met yesterday by telepresence and discussed the following topics:

- NTT Faculty: At the UM System level, there are discussions regarding a proposed policy that addresses multi-year contracts for NTT faculty to give long-serving NTT faculty more stability. The discussions are still in debate, with nothing concrete yet.
- Mid-Career Development Task Force: The Task Force is attempting to create a white paper on “best practices” by early spring and a review of the CRRs regarding Tenure and Promotion with recommendations for changes by late Spring. The two UMSL representatives are Dr. April Register and Dr. Keeta Holmes.
- Department Chair Selection Process: President Choi has indicated that he would like to revise the CRRs to create a more consistent and rigorous process for appointing department chairs. Dr. Hall commented that everyone agrees that department chairs play an important role in the University. We want to make sure that department chairs are selected in a thoughtful way and given the resources and support they need to do well. President Choi talked to the IFC about the following proposed new process for selection of department chairs:
 - Dean is the appointing authority and selects an advisory committee that should include faculty, staff, students and external partners
 - Searches should be national in scope, internal candidates will be considered
 - Searches are expected to produce a diverse pool of candidates who demonstrate academic, research excellence and administrative experience
 - Appointments can be for a non-binding term of up to 5 years with annual reviews and chairs will serve at the will of the appointing authority

Dr. Hall explained that the appointment of department chairs varies across the System and across colleges, but IFC really wanted to make sure that faculty are given a voice in who is going to lead them and that it is not an appointment that a Dean makes without extensive input from the department itself.

Dr. Hall stated that President Choi is open to some input on this matter. Dr. Hall asked the Senate to share this information with their departments and provide feedback to either her, Provost Sobolik, or the other two IFC members – Dr. Susan Brownell, and Dr. Jon McGinnis. Besides the provosts, the Senate Steering Committee and the IFC will be discussing this matter and will review and forward feedback.

- Title IX: The IFC also discussed that there may be some changes coming to Title IX that have been issued by the Department of Education. The Office of General Counsel is reviewing the complex 150-page document. UM System will keep us apprised of the changes. Dr. Hall reminded the Senate that faculty are still designated as mandatory reporters and are required to report any case of sexual assault or harassment to the Title IX coordinator.

Curriculum and Instruction Report (Mr. Michael Allison):

Mr. Allison presented the following curriculum proposals:

- B.S. in Biochemistry (Change)
- Minor in English (Change)
- Undergraduate general requirements in Physics (Change)
- Behavioral Neuroscience emphasis area of the M.A. in Psychology (Change)
- Character and Citizenship Education emphasis area of the M.Ed. in Educational Psychology (Change)
- Admissions criteria for Post Graduate Certificates in Nursing (Addition)
- Doctor of Nursing Practice (Change)
- Advanced Practice Nursing emphasis area of the Doctor of Nursing Practice (Change)
- Leadership in Population Health and Healthcare Systems emphasis area of the Doctor of Nursing Practice (Change)

The Faculty Senate approved all of the above proposals.

Dr. Hall asked if there was any other business. Hearing none, the meeting adjourned at 4:30 p.m.

Respectfully submitted,

Erika Gibb
Senate/Assembly Secretary

(Minutes written by Loyola Harvey, Faculty Senate/University Assembly Office)